

# EUROCRIME Research, Training and Consulting SrL

## GENDER EQUALITY PLAN (GEP)

### 2025 - 2026

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## 1. Introduction and Commitment

EuroCrime – Research, Training and Consulting SrL is committed to fostering a workplace culture that champions diversity, equity, and inclusion, recognizing that gender equality is fundamental to innovation, productivity, and a just society. This Gender Equality Plan (GEP) outlines our strategic objectives and concrete actions to promote equal opportunities, eliminate discrimination, and create an inclusive environment for all employees, regardless of gender.

This GEP is inspired by best practices in gender equality, including those adopted by leading Italian institutions, and is designed to be a living document, regularly reviewed and updated to ensure its effectiveness and relevance. We believe that a diverse workforce, where all individuals feel valued and empowered, is key to our success and sustainable growth.

## 2. Context and Analysis

While EuroCrime strives for an equitable environment, a preliminary assessment (or commitment to future assessment) of our current state reveals areas for focused action. This GEP aims to address potential gender disparities in:

- **Recruitment and Career Progression:** Ensuring fair processes and equal opportunities for advancement.

- **Work-Life Balance and Organizational Culture:** Promoting policies and a culture that supports the reconciliation of professional and personal life.
- **Gender Balance in Leadership and Decision-Making:** Increasing representation of underrepresented genders in leadership roles.
- **Integration of Gender Dimension in Content/Research/Training/Services:** Considering gender perspectives in our core business.
- **Measures Against Gender-Based Violence and Sexual Harassment:** Establishing clear policies and support mechanisms.

### 3. Objectives

Our overarching goal is to embed gender equality principles into every aspect of EuroCrime's operations. Specific objectives include:

- **Objective 1: Enhance Gender Balance in All Roles:** Increase the representation of underrepresented genders across all departments and hierarchical levels, particularly in technical, leadership, and decision-making positions.
- **Objective 2: Promote Work-Life Balance and Flexible Working:** Implement policies and practices that support employees in balancing their professional and personal responsibilities, reducing gendered career penalties.
- **Objective 3: Ensure Fair and Transparent Recruitment and Career Progression:** Eliminate unconscious bias in hiring, promotion, and salary review processes.
- **Objective 4: Foster an Inclusive Organizational Culture:** Cultivate a respectful and inclusive environment free from discrimination, harassment, and gender stereotypes.
- **Objective 5: Prevent and Combat Gender-Based Violence and Sexual Harassment:** Establish robust mechanisms for prevention, reporting, and support.

### 4. Measures and Actions

To achieve our objectives, EuroCrime commits to the following measures and actions:

#### 4.1. Recruitment and Career Progression

- **Action 4.1.1: Gender-Neutral Job Descriptions:** Review and revise all job descriptions to ensure gender-neutral language and avoid biased terminology.

- **Action 4.1.2: Diverse Interview Panels:** Ensure interview panels include diverse representation, where appropriate, to mitigate unconscious bias.
- **Action 4.1.3: Targeted Outreach:** Explore opportunities for targeted outreach to underrepresented genders in fields where they are traditionally less represented.
- **Action 4.1.4: Mentorship and Sponsorship Programs:** Establish mentorship and sponsorship programs to support the career development and advancement of all employees, with a focus on underrepresented genders.
- **Action 4.1.5: Transparent Performance Reviews and Salary Adjustments:** Implement clear and objective criteria for performance evaluations and salary reviews to ensure fairness and address potential gender pay gaps.

## 4.2. Work-Life Balance and Organizational Culture

- **Action 4.2.1: Flexible Working Policies:** Promote and clearly communicate existing flexible working arrangements (e.g., remote work, flexible hours, and part-time options) and explore new ones where feasible.
- **Action 4.2.2: Parental Leave Support:** Provide comprehensive information and support for employees taking parental leave, ensuring smooth transitions back to work and career continuity.
- **Action 4.2.3: Awareness Campaigns:** Conduct internal campaigns to raise awareness about the importance of work-life balance for all genders and challenge traditional gender roles related to caregiving.
- **Action 4.2.4: Inclusive Meeting Practices:** Encourage meeting practices that accommodate diverse schedules and responsibilities (e.g., avoiding late-evening meetings).

## 4.3. Gender Balance in Leadership and Decision-Making

- **Action 4.3.1: Leadership Development Programs:** Develop or support participation in leadership development programs that specifically encourage and prepare underrepresented genders for leadership roles.
- **Action 4.3.2: Succession Planning:** Incorporate gender equality considerations into succession planning for leadership positions.
- **Action 4.3.3: Role Models and Visibility:** Highlight and celebrate the achievements of women and other underrepresented genders in leadership within EuroCrime.

## 4.4. Integration of Gender Dimension in Content/Research/Training/Services

- **Action 4.4.1: Gender-Sensitive Design:** If applicable, encourage the consideration of gender perspectives in the design, development, and marketing of our

Content/Research/Training/Services to ensure they are inclusive and meet diverse user needs.

- **Action 4.4.2: Training on Gender Dimension:** Provide training to relevant teams on how to integrate a gender dimension into their work, where relevant to the SME's business.

#### 4.5. Measures against Gender-Based Violence and Sexual Harassment

- **Action 4.5.1: Clear Policy and Reporting Mechanisms:** Develop and widely disseminate a clear, zero-tolerance policy against gender-based violence, sexual harassment, and any form of discrimination, outlining confidential reporting procedures.
- **Action 4.5.2: Training and Awareness:** Provide mandatory training for all employees, including management, on recognizing, preventing, and responding to gender-based violence and sexual harassment.
- **Action 4.5.3: Support Services:** Identify and communicate internal and external support services available to victims of harassment or violence.
- **Action 4.5.4: Designated Contact Person/Committee:** Appoint a designated contact person or establish a committee responsible for handling complaints with sensitivity and confidentiality.

## 5. Monitoring and Evaluation

To ensure accountability and continuous improvement, EuroCrime will regularly monitor and evaluate the progress of this GEP.

- **Indicator 5.1.1: Data Collection:** Collect and analyse disaggregated data by gender on key metrics, including:
  - Employee demographics (by department, role, seniority).
  - Recruitment rates (applicants, hires).
  - Promotion rates.
  - Salary data (to identify potential pay gaps).
  - Uptake of flexible working arrangements and parental leave.
  - Participation in training and development programs.
  - Reported incidents of harassment/discrimination.

- **Indicator 5.1.2: Annual Review:** Conduct an annual review of the GEP's implementation and effectiveness, assessing progress against objectives and identifying areas for improvement.
- **Indicator 5.1.3: Reporting:** Prepare an annual internal report on GEP progress, sharing key findings and future actions with employees and stakeholders.

## 6. Dissemination

This GEP will be:

- Communicated to all employees through internal channels (e.g., company intranet, email, team meetings).
- Made publicly available on the company website (if appropriate and desired) to demonstrate our commitment to gender equality.
- Integrated into employee onboarding processes.

## 7. Resources

EuroCrime commits to allocating the necessary human and financial resources to effectively implement this GEP. This includes:

- Designating a specific individual or team responsible for overseeing the GEP's implementation.
- Budgeting for training, awareness campaigns, and any external expertise required.

Date of Approval: 01.07.2025

Next Review Date: 01.07.2026

**EuroCrime – Research, Training and Consulting Srl Management**